

Reentry is not optional

As of June 2010:

- 37,300 state responsible offenders are incarcerated in VADOC prisons or local jails
- 33,000 are physically incarcerated in VADOC
- 60,773 offenders are supervised by VADOC in the community on Probation and Parole

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Reentry is not optional

Each year:

- 33% of state responsible offenders complete their sentence and are released to local communities
- 13,000 offenders are released each year



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Reentry is not optional

Of the 13,000 offenders released in 2009:

- 76% were released with post release probation supervision
- 14% were released with no supervision to follow incarceration
- 7% were released on mandatory parole
- 3% were released on discretionary parole

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Impressive Public Safety Record

Among other states in the nation VADOC boasts:

- Low prison escape rate
- Low incidents of offender and staff assaults
- 8th best Community Corrections supervision completion rate - 72% of offenders successfully discharge probation or parole
- Low recidivism rate of 27.3% - tie for 6th lowest in the nation among 38 states that measure recidivism similarly

Although we can be proud of the low recidivism rate....

Over a 3 year period, 10,000 offenders still recidivate. *What does this mean?*

- New victims
- Higher taxpayer costs – police, courts, incarceration
- Lost productivity
- Unsupported families on public assistance

VADOC Reentry Plan

- Introduces fundamental changes to VADOC reentry programs
- Comprehensive, unified strategic effort to minimize crime through improved offender reentry preparation and support
- Guided by the National Institute of Corrections Transition from Prison to Community Model

VARI Mission

To promote public safety and reduce crime by preparing offenders for success through a continuum of services and supervision, in collaboration with state and local partners, from the time of the offender's entry to prison through his or her transition and reintegration in the community

VARI Principles

- Reentry begins when an offender is sentenced to a VADOC facility and continues through release from community supervision
- Offender case plans are based on actuarial risk and needs assessment involving input from the offender



VARI Principles, cont.

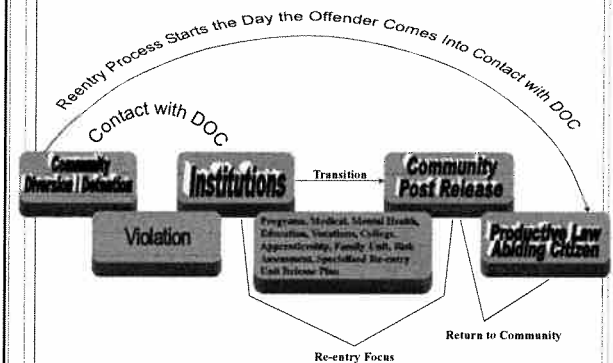
- Fiscal responsibility and cost effectiveness are promoted by targeting resources towards offenders with higher criminal risks
- Operations and programs are research-based for correctional populations
- Services are provided to address transitional needs

VARI Principles, cont.

- Collaboration with non-profit organizations, local communities, and other state agencies is essential for re-entry success
- Offenders must be provided with a system of graduated release with lessening correctional control as offender responsibility increases
- On-going process and outcome evaluations are conducted to inform updated practices



Virginia Adult Re-entry Program Model



VARI Task Force

- VADOC compared current practices with the national model
- Identified gaps
- Established 7 Goals
- Recommended over 140 improvements



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Public Safety Top Priority

- Public safety through risk control is the highest priority
- Incorporates reentry strategies with existing correctional tools to reduce future victimization and create safer communities
- Increases risk control through use of risk assessment and evidence based correctional strategies

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Public Safety Top Priority

- Promotes fiscal responsibility with interventions based on assessed risk level
- Public safety and fiscal austerity concepts are integrated throughout the Plan
- In spite of all preparation efforts not every offender will choose to live crime free
- Plan improves public safety by fostering successful transition and reducing the rates that ex-offenders return to prison

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Goal 1

Enhance public safety by shifting the organizational culture from a primary focus on risk control to include risk and recidivism reduction through offender change



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Goal 1, cont.

Embed reentry practices in the VADOC Business model:

- Include Reentry in the VADOC mission statement
- Reorganize the VADOC staffing structure and workflow processes to better support reentry
- Write Reentry expectations in the executive and senior staff Employee Work Profile

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Goal 1, cont.

- Establish reentry Advisory committee
- Establish an executive level position responsible for reentry and offender preparation
- Establish a primary contact for reentry at each prison and Community Corrections operating Unit
- Expand evidence-based practices

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Goal 1, cont.

- Collaborate with non-correctional stakeholders to support reentry
 - Other state agencies
 - Local agencies
 - Community groups
 - Non-profits providers
 - Faith based organizations
- Collaborate with universities for reentry and evidence based practices evaluations



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Goal 2

Implement an integrated reentry focused case management system from first contact with VADOC through release from community supervision



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Goal 2, cont.

- Continue to implement VADOC offender management system VACORIS
- Develop a Social History screen in VACORIS to readily share basic offender history information gathered by both Community Corrections staff and prison staff
 - Family history
 - Education
 - Employment
 - Mental health
 - Health



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Goal 2, cont.

- Family members complete a form to validate relationships before visiting
- Interface VACORIS with COMPAS Risk and Needs Assessment
- COMPAS Risk and Needs Assessment used at initial contact and periodically for reassessment
- Develop in VACORIS an Reentry Case Plan that is based on evidence based practices used by both division of VADOC for continuity

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Goal 2, cont.

- Utilize different case management strategies based on assessed risk and needs of offenders so that limited resources can be directed towards higher risks
- Better utilize assessment information, programming needs and reentry plans when making prison assignments

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Goal 2, cont.

- Establish a two-way interface in VACORIS between the COMPAS Risk and Needs Assessment and the Reentry Case Plan
- Establish a shared system of automated offender case notes between Probation Districts and prisons



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Goal 3

Employ a system of research based practices and programs that reduce the criminal thinking and behaviors of offenders



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Goal 3, cont.

Implement a standard reception program that provides a foundation for good prison adjustment:

- Prison orientation
- Gang avoidance
- Health and mental health assessment
- Motivational change program
- Offender responsibility for reentry preparation
- Healthy relationships
- Effective communication
- Payment of court ordered financial obligations

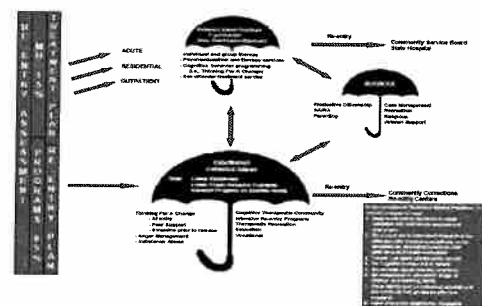
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Goal 3, cont.

- Currently 85% of offenders fall under the general treatment services umbrella
- Approximately 15% of offenders require on-going mental health services

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Programs and Re-entry



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Goal 3, cont.

- Convert all programs within prisons to evidence based practices unless they are necessary services
- Compile aggregate results from the risk and needs assessment and adjust program resources as needed across the system
- Seek legislation for an offender "Reentry Savings Plan"
- Establish programs or guidebooks for offenders to take responsibility for reentry preparation throughout incarceration

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Goal 3, cont.

Thinking for A Change program will be the primary program for all offenders:

- All offenders complete at initial prison assignment
- Support groups provided through out incarceration to reinforce learning
- Intensive booster session before reentry
- Peer support groups in Community corrections

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Goal 3, cont.

- **VARI identifies 3 groups of incarcerated offenders that present different risks, needs & strategies**
 - Lifers: will spend their lives in prison (age + sentence > 80 years)
 - Five years or more
 - Less than five years
- **Implement a full range of incentive programs based on goals for these 3 groups**

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Strategies for Lifers

Sentence + age > 80 years

- Expensive, intensive programs do not target but are directed towards offenders who will get out
- Prison incentive programs help maintain motivation for positive behavior.
- Participation though closed circuit TVs in cells and workbooks

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Strategies for Lifers

Sentence + age > 80 years

Provide basic programs necessary to promote healthy adjustment and encourage prosocial living in prison:

- Thinking for a change
- Mental health service
- Medical services
- Family ties & support
- Faith-based group involvement
- Risk & needs assessment
- Skills that can be used in prison work
- Literacy
- Annual case planning or as needed
- Support for veterans

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Strategies for Offenders

Time left to serve ≥ 5 years

- Strategy is general preparation but not intensive use of limited resources
- COMPAS Risk and Needs Assessment
- Reentry Case Plan at reception into prison & updated annually, or as needed
- Developing proposed release plans
- Complete Thinking for A Change Program
- Range of other programs

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Strategies for Offenders

Time left to serve ≥ 5 years

- Educational focus on academic and literacy
- Work programs major focus
- Continual focus on reentry preparation
- Maintain family ties
- Faith Based activities & mentorships
- Begin paying court costs and a Reentry Savings Plan

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Strategies for Offenders

Time left to serve < 5 years

- Strategy is for intensive release preparation
- COMPAS Risk and Needs Assessment
- Annual Reentry Case Plan & home plan development
- Complete Thinking for a Change and on-going support groups
- Academic and literacy education

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Strategies for Offenders

Time left to serve < 5 years

- Vocational training becomes an educational priority
- Range of programs more reentry-oriented
 - Parenting
 - Veterans support
 - Domestic violence recovery
- Intensive substance abuse treatment 28 months before release through Cognitive Therapeutic Community Programs
- Faith-based residential programs 18 months before release and mentorship

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Strategies for Offenders

Time left to serve < 5 years

- Prison work programs have a reentry focus
 - Virginia Correctional Enterprises provides skills labor and links to trades in community
 - Work foreman provide certification training linked to work when available, e.g. ServSafe food service program
- Video visitation can be used for family connections and job interviews



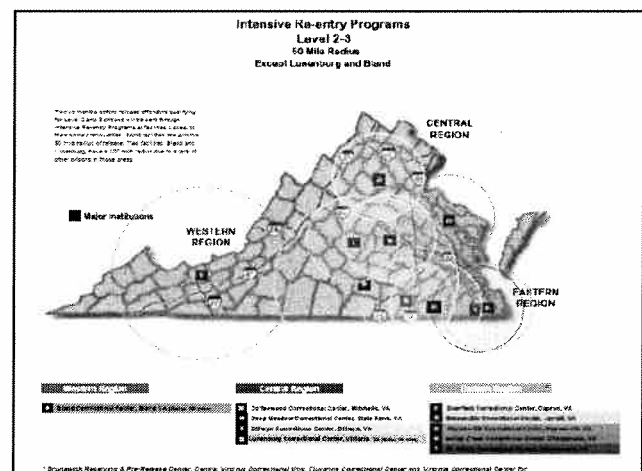
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Reentry Phase

12 months of release

- Within 12 months of release offenders are transferred to prison based Intensive Reentry Programs (level 2 & 3 prisons)
- Intensive Reentry Programs are located strategically in the state, within 50 miles of the offender home plan when possible
- Ten prisons selected on numbers of where offenders released to in past year

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Reentry Phase, cont.

- Intensive Reentry Programs are residential and operate under the Cognitive Community Model
- Programs create a social environment that simulates the values, interpersonal interactions and behavioral expectations of free world
- Include more intensive staffing



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Reentry Phase, cont.

Intensive Reentry Program components:

- Practice behaviors 24 hours day with peer and staff feedback
- Thinking for a change Booster Session
- Computer assisted peer tutor learning, basic computer skills, DMV
- PREPS, addressing emotional aspects of reentry
- Reentry success and seminars presented by Probation Officers coming to prison

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Reentry Phase, cont.

Intensive Reentry Program components:

- Local Reentry Council involvement
- Work Keys/ career readiness certificates
- Computer job searches
- Family reunification seminars
- Faith based involvement and mentoring
- Reentry portfolio
- Apply for identify documents
- Life Skills Class Productive Citizenship

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Reentry Phase, cont.

- Opposite of graduated release
- Offender with high security needs due to in-prison behavior will be transitions through Reentry programs as Security level 4-5 prison and segregation
- Similar services but limited group and volunteer involvement

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Reentry Phase, cont.

o Cases with high needs or difficult to place are referred to Community Reentry Specialist:

- o Violent
- o Mental health disabilities
- o Physical disabilities
- o Geriatric

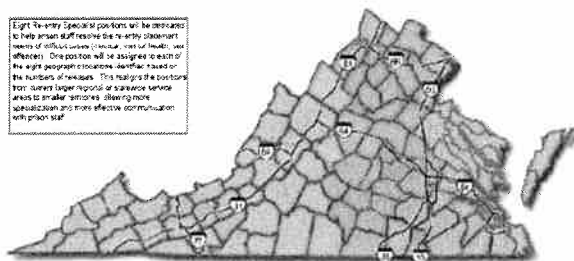


o Specialist work in conjunction with the prison and Probation Districts

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Re-entry Specialist Areas

Eight Re-entry Specialist positions will be designated to help prison staff resolve the re-entry challenges of difficult cases (violent, mental health, sex offenders). One position will be assigned to each of the eight geographic locations identified based on the numbers of inmates. This redesign will distribute staff across larger regional or statewide service areas to smaller settings, allowing more specialization and more effective communication with prison staff.



| | | | | | | | |
|---|--|--|--|--|--|--|--|
| 1 Northern Shenandoah Valley Prison District | 2 South Shenandoah Valley Prison District | 3 Central Shenandoah Valley Prison District | 4 South Shenandoah Valley Prison District | 5 South Shenandoah Valley Prison District | 6 South Shenandoah Valley Prison District | 7 South Shenandoah Valley Prison District | 8 South Shenandoah Valley Prison District |
|---|--|--|--|--|--|--|--|

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Ninety Day Pre-Release Phase

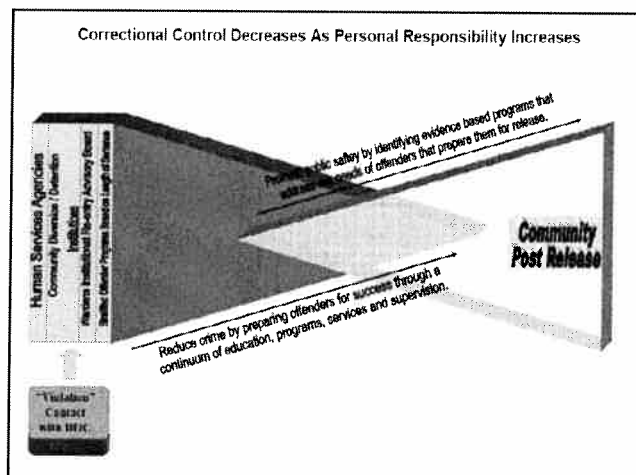
- o Probation Officer will escort eligible offenders, screened through a classification process, to community transition visits for the purposes of obtaining housing, employment, and benefits.

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Community Reentry Centers Future Proposal

- o Research clearly shows reentry is most effective in community centers
- o Obtain employment, family reunification
- o Graduated release while under correctional supervision
- o Funding will be requested after evaluation of the Intensive Reentry Phases in the 5 prisons

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Community Post Release Supervision

- Reentry Probation Officer is familiar with the offender from having entered prison
- Local Reentry Councils that met the offender in prison continue involvement and greet the offender upon release
- Faith Based mentors that connected with the offender in prison are available to support the offender upon release

Community Post Release Supervision, cont.

- Probation Officers view case file in VACORIS
- Meet with the offender to revised the Reentry Risk and Needs Assessment and update the Reentry Case Plan for probation or parole supervision

Community Post Release Supervision, cont.

- Automated self reporting technology is used to supervise low risk offenders allowing limited resources to be directed to high needs
- Strategies are developed to involve family members in supporting offender success



Community Post Release Supervision, cont.

- Offenders maintain continuity with prison treatment with continued participation in Thinking for a Change peer support groups
- Community Corrections contracts for treatment services meet specific evidence based practices requirements
- Community supervision gradually decreases as offenders live in the community and assume responsibility

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Special Populations

Some populations do not fit neatly into the VARI:

- Gangs, a Task Force is being formed to look specifically at gang reentry public safety issues
- Sex offenders, a Task Force is examining best practices with a report due in early summer 2011

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Goal 4

To Teach Offenders Functional, Educational, and Vocational Competencies Based on Employment Market Demand and Public Safety Requirements



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Goal 4, cont.

- 15 Recommendations for the Goal
- Requires DCE and DOC Collaboration, Communication, Cooperation, Coordination



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Goal 4, cont.

DCE Overview:

- Division of Academics
- Division of Operations
- Division of Career and Technical Education
- Division of Administration
- Reentry Section
- Adult and Juvenile Academic, Career and Technical Education, Post-Secondary and Transition Education Programs



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Goal 4, cont.

- Emphasize/Prioritize Reading, Writing, GED for 5 years or more—includes ABE
- Review Vocational Training Programs at Higher Level Facilities to Determine if They Meet Needs of Offenders
- Change DCE Business Model to prioritize Vocational Training for 5 years or less



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Goal 4, cont.

- Identify Strategies to Continue to Increase # of Completers in CTE Programs
- Reassess Linkages Between DCE Vocational Programs and VCE Shops
- Identify Locations Where DCE Academic Classroom Size Allows the # of Students to be Increased
- Increase the # of Offenders Attending School by Offering Evening Classes and Using Tutors

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Goal 4, cont.

- Expand Literacy Tutoring Program that Operates in 3 Prisons
- Clearly Identify DOC and DCE Staff Roles in Delivering Productive Citizenship to avoid Duplication
- Identify and Expand Work Skills Training that can be Provided by DOC Staff
- Implement Educational Release for Offenders at Work Centers to Attend Community College or Vocational Programs



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Goal 4, cont.

- Redirect DCE Offender Workforce Development Specialists to Deliver Services at Intensive Reentry Programs
- Apply for Federal Grants: Educational Related
- Seek Assistance from Faith-Based and other Volunteers to Expand Teaching Capacity
- Seek Opportunities for Community Colleges to Provide Job Certifications

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Goal 5

Develop a method of monitoring, evaluating and updating the agency's reentry knowledge and processes

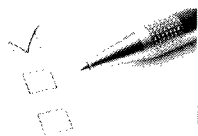


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Goal 5

Key points:

- Provide a Governor's Reentry Scorecard with performance indicators
- Development measurement
- Strategies to evaluate:
 - System change
 - Reentry indicators
 - Public safety



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Goal 5, cont.

- Involve community partners throughout development and measurement of plan
- Provide a regular feedback loop of outcomes to VADOC policy makers
- Develop a profile of recidivists

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Goal 6

Foster a communication process that ensures stakeholders have a full understanding of the reentry initiative.



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Goal 6, cont.

Key points:

- Wardens and Probation Chiefs participate on Local Reentry Councils
- Wardens convene local reentry advisory boards for each prison
- Develop and implement an internal reentry training for all staff
- Host an annual reentry conference

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Goal 7

Identify barriers beyond the control of the VADOC and engage collaboration of key stakeholders, community and faith-based organizations and representatives in the implementation of the plan



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Goal 7, cont.

Key points:

Requesting assistance from the Statewide Reentry Coordinator and Special Assistant to the Governor.

- Interagency collaborations
- Educating citizens
- Obtaining federal grants
- Legislative changes

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Implementation & Benchmarks

- Each Recommendation has Specific Benchmarks with a Begin and End Date
- Each Recommendation Has a Performance Indicator
- Each Recommendation Has a Responsible Party and Could be More than One--DCE and DOC Staff
- Will require involvement of multidisciplinary staff at all levels of both agencies

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Conclusion

- With VARI, VADOC and DCE present a comprehensive plan
- Reentry is embedded in the business model
- Governor Robert F. McDonnell has set forth his strong support

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Conclusion, cont.

VADOC is ready to move strongly forward:



- Public safety measures are excellent
- Staff committed and ready for the challenge
- Evidence based practices embraced
- Ethical standards and professionalism
- Aspire to on-going improvement and evaluation

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Public Safety Top Priority

- Public safety and fiscal austerity concepts are integrated throughout the Plan
- In spite of all preparation efforts not every offender will choose to live crime free
- Plan improves public safety by fostering successful transition and reducing the rates that offenders return to prison

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